

CBP OFFICER (CONTAINER SECURITY)

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Office of Field Operations, Container Security Division

Overview

Open & closing dates

🕒 10/23/2017 to 10/31/2017

Salary

\$62,722 to \$81,541 per year

Pay scale & grade

GS 12

Work schedule

Full-Time

Appointment type

Permanent

Locations

1 vacancy in the following location:

Naples, Italy

Relocation expenses reimbursed

Yes Relocation expenses will be paid in accordance with the Federal Travel Regulation limits and agency policy.

This job is open to

🕒 [Internal to an agency](#)

This job is open to current employees of this agency.

Announcement number

OFO-IMP-CSI-ROB-10063835-IC

Control number

482018400

Duties

Summary

Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resilience to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career with U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. At CBP, we:

- Secure and facilitate trade and travel while enforcing hundreds of U.S. regulations, including immigration and drug laws
- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers see www.cbp.gov (<http://www.cbp.gov>)

Joining the Customs and Border Protection Office of Field Operations will allow you to use your expertise to detect and prevent terrorists and instruments of terror from entering the U.S. This position starts at a base salary of \$62,722 (GS-12, Step 01) to \$81,541 (GS-12, Step 10). Apply for this exciting opportunity to strengthen homeland security by performing law enforcement activities related to inspection, intelligence analysis, examination, and interpretation of laws and regulations.

Who May Apply:

- Current federal employees with competitive status who work for U.S. Customs & Border Protection.
- View [common definitions](http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm) (http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm) of terms in this announcement.

Organizational Location: This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, Office of Field Operations, Container Security Division, Naples, Italy.

One or more selections may be made using this job opportunity announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

GS Salary: Visit [this link](http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages) (<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages>) to view the general (base) pay tables.

Responsibilities

Reassignment Opportunity Bulletin. You must be currently serving or have served as a full-time permanent GS-12 with U.S. Customs and Border Protection (CBP). If you are currently serving as a GS-13 or higher and are willing to take a change to lower grade, you will also be considered for this position.

In this position you will become a key member of a team of homeland security professionals responsible for detecting and preventing terrorists and instruments of terror from entering the U.S. Typical work assignments include:

- Performing inspection, intelligence analysis, examinations, including all-bilateral and multilateral discussions, negotiations, policies and operational activities and decisions involving the security of global containerized cargo
- Ensuring that potential high-risk shipments are identified and inspected at foreign ports before they are placed on vessels destined for the U.S. and other countries
- Gathering and analyzing information from all available sources to identify threats to U.S. borders
- Reviewing and analyzing carriers', importers' and exporters' records for possible violations of laws and threats to national security

If you are not a current GS-1895, and you are selected, you will have to meet the following medical/physical standards:

Physical and Medical Requirements: Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you must undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, go to <https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>
(<https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>)

Physical Fitness Requirement: You will be required to successfully pass the Pre-employment Fitness Test-1. Please see the [Pre-employment Fitness Test-1 Readiness Program](https://www.cbp.gov/sites/default/files/documents/CBPO_Pre-Employment_Fitness_Physical_Readiness_Program.pdf)
(https://www.cbp.gov/sites/default/files/documents/CBPO_Pre-Employment_Fitness_Physical_Readiness_Program.pdf) for additional information. This is a 6 week program designed to assist you in achieving a level of physical fitness that will help you successfully pass the CBP fitness tests.

Travel Required

Occasional travel - This position may require extensive travel for extended timeframes.

Supervisory status

No

Promotion Potential

12

Who May Apply

This job is open to...

CBP Internal Employee

Questions? This job is open to 1 group.

Job family (Series)

[1895 Customs And Border Protection](https://www.usajobs.gov/Search/?i=1895)
(<https://www.usajobs.gov/Search/?i=1895>)

Requirements

Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- You may be required to pass a background investigation and/or polygraph
- You may be required to pass initial and random drug testing
- You and your dependents must pass a State Department medical examination
- You and your dependents must obtain a valid passport
- You must obtain a valid driver's license
- You will be required to carry a firearm and maintain firearm proficiency
- You should be able to obtain and maintain a Secret Clearance

Age Requirement: Pursuant to Public Law 110-161, this position is covered under enhanced retirement provisions for Customs and Border Protection Officers which allows for the imposition of a maximum age requirement. In accordance with Department of Homeland Security Directive 252-08, the day before an individual's 37th birthday is the maximum age for original appointment to a position as a Customs and Border Protection Officer. **NOTE: The Commissioner of CBP has approved a temporary increase in the maximum allowable age for original placement into a CBPO position; therefore, candidates must be referred for selection before reaching their 40th birthday.**

Creditable law enforcement officer service covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C 8412(d), or Customs and Border Protection Officer service under Public Law 110-161 may be applied toward the maximum age requirement. This age restriction may not apply if you are currently serving as a CBPO covered by Public Law 110-161.

To ensure compliance with statutes pertaining to the appointment of preference eligible veterans as determined by the Merit Systems Protection Board in its recent decision of *Isabella v. Dept. of State*, the maximum age for original appointment articulated above shall not apply to the hiring of individuals entitled to veterans preference eligibility under 5 U.S.C. § 3312.

Shift Work/Overtime: You may be required to work on a shift and rotational basis and may perform substantial amounts of overtime.

Rotation of Assignments/Duty Locations: Applicants may be required to rotate assignments and duty locations.

Data Systems: Applicants must maintain ability to access all data systems.

Firearms Requirement: You may be required to carry a firearm and maintain firearm proficiency. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. You will be required to certify whether you have ever been convicted of such an offense. False or fraudulent information is criminally punishable by fine or imprisonment.

CBP Training: You will be required to attend CSI-related training.

Passports: You will be required to obtain diplomatic passports for yourself and your dependents as a condition of selection.

Qualifications

You qualify for this position if you are currently serving or have served as a full-time permanent GS-12 with U.S. Customs and Border Protection (CBP). This is a reassignment opportunity, which confers no promotion potential beyond the GS-12 level. This is not a promotion opportunity. Your experience must demonstrate responsibility in performing the full range of CBP Officer duties. This experience must include applying a comprehensive range of Federal laws, rules, regulations and procedures relating to inspection, inspection-related investigations and compliance activities governing the admission of travelers or the import/export of cargo in and out of the United States.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by 10/31/2017.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Background Investigation: U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information visit [this link](http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>)

Polygraph Examination: The CBP OFFICER (CONTAINER SECURITY) position is a polygraph-required position. If you are not a current CBP employee in a law enforcement position, you may be required to take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see [Polygraph Examination](http://www.cbp.gov/careers/car/poly) (<http://www.cbp.gov/careers/car/poly>)

Polygraph Reciprocity: CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation Package.

Polygraph Waiver: Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation Package.

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Physical and Environmental Conditions: The work environment includes marine docks and terminals. Periods of outdoor work may be required in snow, rain, or extreme heat. Occasional periods of outdoor work may be required in remote areas with no modern comfort facilities. The work may involve the use of toxic chemicals, pesticides and fumigants. Protective clothing may be required such as hard hats, gloves, goggles, hearing protection and respirators.

Tour of Duty: The employee will serve a two (2) year initial tour, with an opportunity for the Employee to apply for two (2), two (2) year extensions. **As an exception** to this general rule, tour duration is subject to the host country and the

Department of State. Employees who have not served 4 years at a domestic duty station, subsequent to their initial overseas tour of duty, should not be considered for a second tour of duty in any foreign assignment.

Return Rights: No later than (180) days prior to the completion of your tour of duty at a foreign duty station, you will submit a prioritized list of up to five (5) duty locations to which you prefer to be reassigned to the Country Team Manager, Operations Branch, Container Security Initiative Division, Washington, DC 20229. This list may contain Ports/Areas, Field Operations Offices or a combination of both. If no vacancies are available in the preferred locations you have requested, you will be returned to your original homeport or field office that was held prior to this assignment.

Annual Leave Accumulation: When you are selected for a Container Security Initiative (CSI) position, you will earn annual leave at the same rate as stateside. The maximum accumulation of annual leave at a CSI station increases to 45 days (360 hours).

Living Quarters Allowances (not payable if claiming temporary lodging allowance): You will receive payment of an annual tax-free quarters allowance for housing while in a CSI station. This allowance is intended to cover the cost of suitable, adequate living quarters for you and your family plus the cost of heat, light, gas, fuel, electricity and water. However, at some duty stations government subsidized housing is provided.

Home Leave: In addition to annual leave, you will earn five, ten, or fifteen days home leave per year on each two year assignment depending on your foreign post assignment and the post differential rate. This leave is granted to you when you have your CSI assignment extended for another tour and is to be used between tours. The government pays your per diem and transportation expenses from your post of duty in a CSI station to your former official residence in the United States. In addition, it also pays for the transportation expenses of your dependents that accompany you on home leave to your residence in the United States.

Transportation of Household Effects and Related Expenses:

- A. Maximum weight of household goods and personal effects, which may be transported or stored at Government expense, shall not exceed 18,000 pounds net weight for all employees.
- B. The transportation of household goods must be accomplished through the use of Government Bill of Lading. This includes transfers either to or from a foreign post of duty.
- C. Allowance for Transportation and Accessories Service - The actual cost of transportation of household goods and personal effects, including the packing and crating of materials, lift vans, or other temporary containers with the weights prescribed in the previous paragraph, will be allowed at Government expense.
- D. Temporary Storage of Household Goods - Temporary storage incident to transportation of household goods is allowable for a period of up to 90 days.

Education

Foreign Transfer Allowance - The foreign transfer allowance is divided into two separate allowances. These allowances are payable as follows:

- A. Miscellaneous Expense Allowance - This allowance is intended to assist you with certain extraordinary costs in connection with establishing residence quarters at the foreign post. An amount of \$650 for a single employee and \$1300 for an employee with family may be granted without any receipt or itemizing required. This allowance is not paid to employees who are returning to the United States for separation.
- B. Subsistence Expenses Allowance - A subsistence expense allowance applicable to lodging, meals (including tips), laundry, cleaning and pressing expenses in temporary quarters for you and each member of your family for up to 10 days before final departure from a post in the United States to a post in a foreign area. Expenses of local transportation are not allowable.

Temporary Lodging Allowance (not payable if claiming living quarters allowance):

A temporary lodging allowance is a tax-free quarters allowance that is granted to you for the reasonable cost of temporary quarters, which are incurred by you and your family for a period not to exceed (1) 60 days after first arrival at a new post in a foreign area, or a period ending with the occupation of permanent quarters, if earlier; and (2) 30 days immediately preceding final departure from the post subsequent to the necessary vacating of residence quarters.

Education Allowance: Payment for most actual costs of education for each dependent are determined by the Department of State and are subject to change.

Additional Information: Applicants should be aware that certain international locations may require additional out of pocket expenses that may or may not be reimbursable at a later time.

Additional information

Retirement Coverage: In accordance with Public Law 110-161, this position is a primary position covered under enhanced retirement provisions for Customs and Border Protection Officers. More information is available at http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new_cbpo_retirement_coverage/cbp_faqs.xml (http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new_cbpo_retirement_coverage/cbp_faqs.xml), by contacting the CBPO Retirement Coverage toll-free hotline at 1-866-469-7359 (#), or sending an email with questions to RABASERVICES.cbp.dhs.gov.

This position meets the criteria defined in the Fair Labor Standards Act (FLSA) as an exempt position. Therefore, while serving in this foreign duty location, the FLSA code will be categorized as "Exempt". Exempt employees receive an overtime rate defined under Title 5 rather than that defined under FLSA. For more information on Title 5 pay, please see the following link: <http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/overtime-pay-title-5/> (<http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/overtime-pay-title-5/>)

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities. For more information visit [this link](http://www.dhs.gov/homeland-security-careers/benefits)

(<http://www.dhs.gov/homeland-security-careers/benefits>)

Disabled veteran leave

(<http://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/>)

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](http://www.uscis.gov/e-verify)

(<http://www.uscis.gov/e-verify>)

including your rights and responsibilities.

This position is not covered under the bargaining unit.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. Learn more [here](http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf) (http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf)

Please view the video "[Protecting America 24/7](http://cbpapps.cbp.dhs.gov/2011/protecting_america/pro_america.wmv)"

(http://cbpapps.cbp.dhs.gov/2011/protecting_america/pro_america.wmv)

to learn more about CBP's Office of Field Operations.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/#!/customsborder)

(<https://twitter.com/#!/customsborder>)

How You Will Be Evaluated

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience, education and training will be rated using an online self-assessment questionnaire that is based on the competencies or knowledge, skills, and abilities listed below. Your entire application package will then be reviewed. The final determination will be based on all the information provided in your application package.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see <https://apply.usastaffing.gov/ViewQuestionnaire/10063835> (<https://apply.usastaffing.gov/ViewQuestionnaire/10063835>)

Knowledge, Skills, Abilities and Other Characteristics (KSAOs):

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Knowledge of U.S. Customs and Border Protection laws, regulations, and precedents, as well as CBP Officer processes, techniques, activities and law enforcement procedures.
- Ability to apply statistical processes to develop sophisticated analysis.
- Ability to communicate effectively, both orally and in writing.

Background checks and security clearance

Security clearance

Secret

<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>

Required Documents

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your hours per week for each position listed. Your resume should also contain your full name, address, phone number, email address, and salary. NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload your resume and any other applicable supporting documentation.
- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/10063835> (<https://apply.usastaffing.gov/ViewQuestionnaire/10063835>)
- **Veterans' preference points are not applicable to Merit Promotion announcements; veterans documentation is required only to verify eligibility under the Isabella Decision to waive the Age Requirement.**
- **Age Requirement Waiver Documents:** Applicants who do not meet the age requirement but are entitled to veteran's preference eligibility under 5 U.S.C § 3312 must submit the following documents to verify their claim:
DD 214 (Member Copy 4) and
If you are a veteran with a service connected disability; A VA Disability Award letter dated 1991 or later
If you are currently serving on active duty: A statement of service from your unit identifying the branch of service, period(s) of service, type of discharge, campaign badges or expeditionary medals earned, and the date you will be separated or on approved terminal leave. If you supply a statement of service at this stage, your preference will be verified by a DD 214 (Member 4 Copy) upon separation from the military.
- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?** Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:

- Position title
 - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
 - Agency
 - Beginning and ending dates of appointment
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under "Other" documents. "Other" documents may not be applicable for each applicant, but should be utilized if you are submitting a SF-50 for proof of federal service, veterans documents for eligibility, transcripts for qualifications, etc.

It is your responsibility to verify that any information entered or uploaded is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

If you are relying on your education to meet qualification requirements:

You **MUST** submit a copy of your transcript if you want to substitute your education for experience. If you claim qualifications based on education, and do not submit a transcript, your education will not be used in making a qualification determination and you may be found **"not qualified"**.

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions recognized by the U.S. Department of Education](http://www.ed.gov/admins/finaid/accred/). (<http://www.ed.gov/admins/finaid/accred/>)

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- [Benefits for federal employees](https://www.usa.gov/benefits-for-federal-employees#item-36407)
(<https://www.usa.gov/benefits-for-federal-employees#item-36407>)
- [Healthcare insurance](https://www.opm.gov/healthcare-insurance/)
(<https://www.opm.gov/healthcare-insurance/>)
- [Pay and leave](https://www.usajobs.gov/Help/working-in-government/pay-and-leave/)
(<https://www.usajobs.gov/Help/working-in-government/pay-and-leave/>)

<https://www.dhs.gov/homeland-security-careers/benefits>

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How to Apply

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.


To begin your online application, click **"Apply Online"** to create a USAJOBS account and follow the prompts or log in

to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) (http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) for more information regarding an Alternate Application process.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 10/31/2017.**

Agency contact information

 CBP MHC Hiring

Phone

[952-857-2932](tel:952-857-2932)
([tel://952-857-2932](tel:952-857-2932))

Email

cbphiring-applicantinquiry@cbp.dhs.gov
(<mailto:cbphiring-applicantinquiry@cbp.dhs.gov>)

Address

Customs and Border Protection
CBP Hiring Center
5600 American Boulevard
Bloomington, MN
US

[Learn more about this agency](#)
([#agency-modal-trigger](#))

Visit our careers page

Learn more about what it's like to work at Customs and Border Protection, what the agency does, and about the types of careers this agency offers.

<http://www.cbp.gov/>
(<http://www.cbp.gov/>)

Next steps

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](#) (<http://www.usajobs.gov/Applicant/ProfileDashboard/Home>)

If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306](#) (http://www.opm.gov/forms/pdf_fill/OF0306.pdf)

(Declaration for Federal Employment), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) office at OPM](https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/)
(<https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/>)
- [Office of Equal Opportunity](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)
(http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a Case-by-Case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.
- [Disability Employment - Reasonable Accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
- [How to contact an agency](https://www.usajobs.gov//Help/how-to/application/agency/contact/)
(<https://www.usajobs.gov//Help/how-to/application/agency/contact/>)

Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/financial-suitability/)

(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/financial-suitability/>)

[Social security number request](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/social-security-number/)

(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/social-security-number/>)

[Privacy Act](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/privacy-act/)

(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/privacy-act/>)

[Signature & False statements](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/)

(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/>)

[Selective Service](#)

[New employee probationary period](#)

<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/selective-service/>

<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/probationary-period/>